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UNITED CONGREGATION

1864

MIKVÉ ISRAEL-EMANUEL

P.O. Box 322 - Hanchi di Snoa 29 - Curaçao, Netherlands Antilles
Tel. (599-9) 461-1067 • Fax (599-9) 465-4141

PROFILE OF A SPIRITUAL LEADER OF CONGREGATION MIKVÉ ISRAEL-EMANUEL

The following are - in general terms - the ideal expectations of Congregation Mikvé Israel-Emanuel of a new spiritual leader and are not all necessarily the job requirements to be included in a position description. To the extent that these expectations can be complied with, they will form part of a position description to be developed jointly with the candidate for this position.

1. OUTLOOK AND PERSONALITY

- 1.1 Our spiritual leader has a charismatic and engaging personality, loves to engage socially both within and outside of the Congregation and has well-developed leadership skills. We would like him or her to provide dynamic and enthusiastic leadership in religious and non-religious Congregational activities.
- 1.2 Our spiritual leader has cosmopolitan interests and is capable of dealing with people from all over the world and of all persuasions. For a family with small children, Curaçao's multi-cultural tropical environment is especially beneficial.
- 1.3 Curaçao is a popular tourist destination and our Synagogue, because of its historic significance, attracts thousands of visitors a year and/or to attend services. These visitors will include journalists from international press, travel writers, and USA, Dutch and other VIPs. Our spiritual leader will be called upon from time to time to provide general and historical information on our Congregation to local visitors and to visitors from abroad.
- 1.4 Our services are divided more or less equally between Hebrew and English, and fluency in both is of course required in both languages.

2. SERVICES

- 2.1 The leadership and majority of our congregants are generally liberal in their theology; only a few have even a reading knowledge of Hebrew. All our members attach a great deal of importance to the continuation of our traditional and historic Spanish & Portuguese, Sephardic, practices. Especially in the Torah Service, the Congregation's ritual takes into account the traditions and customs of Sephardic origin which historically developed in our Congregation.
- 2.2 Our spiritual leader conducts services in our Synagogue every Friday evening and Saturday morning, as well as on all religious Holidays. If recommended by the spiritual leader, the Board of the Congregation (the Directiva) will consider Cantorial or Rabbinic assistance for the High Holidays. Our congregation uses standard Sephardic pronunciation and Torah portions are normally chanted in the Spanish & Portuguese Sephardic trope. It is very well possible that a new spiritual leader might initially not be familiar with the latter and that this might have to be learned. In addition, after an initial period of six months, he or she chants the *misheberachs* and call the Torah honors in the traditional Portuguese formulation used for centuries in Curaçao. Our Congregation follows the three year-cycle for the reading of the Torah and usually observes the first and last day of Yom Tov.

- 2.3 Our Congregation uses the Reform *Mishkan T'Filah* Siddur and encourages the use of special prayers and readings from other prayer books and sources.
- 2.4 In the absence of a Cantor, he or she should be prepared to learn to chant the appropriate parts of the service accompanied by our organ and/or our lay choir and encourages participation by those attending services. Our spiritual leader familiarizes himself or herself with old (Curaçao) Sephardic melodies still in use today, and where possible use a variety of these throughout the year. Our spiritual leader provides guidance to our organist insofar as the programming of the service is concerned. He or she also coordinates, with the choir leader, our lay choir in preparation for the High Holidays, special services, etc.
- 2.5 Our spiritual leader conducts religious services on life cycle and special events such as weddings, funerals, B'ritot Mila, memorials, etc.
- 2.6 Our spiritual leader delivers a 10-15 minute sermon during Friday and Holiday evening services, including a short sermonette once a month at a "child's level" during our monthly Family Service. He or she delivers a brief commentary on the Torah and/or Haftarah portions of the week prior to the reading of the Torah portion during our Shabbat or Holiday morning services. He or she usually delivers a total of four sermons on the High Holidays, each one being of a 15-20 minute duration.
- 2.7 Participating in or leading services, including weddings and B'nai or B'not Mitzvah, outside of the Congregation and/or our Synagogue by our spiritual leader require prior approval of the Board of the Congregation, regardless of whether these services are to take place at a sister congregation's temple, in a hotel, on a beach or in another country.

3. TEACHING

- 3.1 Together with the spiritual leader or teacher of our sister Congregation Shaarei Tsedek, our spiritual leader carries teaching responsibility for the children of the joint Community Hebrew School. The school schedule is periodically adjusted by the School Board in consultation with the Congregational Boards.
- 3.2 Our spiritual leader is involved with our local BBYO and other teenage programs in the Jewish community.
- 3.3 The children of our Congregation must be thoroughly prepared for their Bar/Bat Mitzvah according to the Congregation's standards as determined from time to time by the Congregational Board jointly with the spiritual leader. This will include participation in the Friday evening and the Saturday morning services, chant their Torah portion and Haftarah with the appropriate blessings, and deliver a short Bar/Bat Mitzvah address to the Congregation following the Haftarah. In principle, the Bar/Bat Mitzvah chants the Maftir portion and the Haftarah and does so preferably in our Sephardic (Spanish & Portuguese) melody (trope.)
- 3.4 Scheduling and fees of Bar/Bat Mitzvah of non-members living abroad requires the prior approval of the Directiva. The coordination of the preparation and participation of the Bar/Bat Mitzvah of non-members, especially if from abroad, is – in principle - left to the discretion of the spiritual leader.
- 3.5 Mikvé Israel-Emanuel's spiritual leader organizes and leads evening adult education classes and/or discussion groups on a regularly scheduled basis.
- 3.6 Upon request or as the need arises our spiritual leader is prepared to provide private (religious) tutoring to Congregational adults as well as children.
- 3.7 Our spiritual leader teaches and prepares prospective converts when the occasion arises. Such candidates should be approved by the spiritual leader in consultation with the Board of the

Congregation prior to formally undertaking conversion lessons. At conversion time, the spiritual leader calls a Bet Din in consultation with the President of the Board.

3.8 Our spiritual leader actively encourages participation in services and Congregational activities of especially the 20 to 50 age groups and stimulates all members to participate in one way or another in services, activities and committees.

3.9 Our spiritual leader encourages members of the congregation to assist him or her in leading services, and prepares members to be able to lead services in his or her absence.

4. CONGREGATIONAL BULLETIN

Contributions from our spiritual leader are important elements of the Congregation's bi-monthly and High Holiday Bulletins. Volunteers from our membership are responsible for socials, layout and editing of our Congregational Bulletins. The Snora office is responsible for preparing the service schedules and *haskaboth* lists under the supervision of the spiritual leader.

5. OTHER DUTIES

5.1 Our spiritual leader carries out the pastoral duties traditionally incumbent upon the spiritual leader of a Jewish Congregation.

5.2 As the need arises our spiritual leader is available by appointment to any congregant for counseling or any other type of private consultation.

5.3 Our spiritual leader is available in his or her office at the Synagogue during regular office hours, on weekdays. On secular national and religious holidays the Synagogue's Office is closed.

5.4 Community Representation

5.4.1 Our spiritual leader represents the Congregation and/or the Jewish community at interfaith meetings and conclaves

5.4.2 Upon approval of the Board, our spiritual leader represents the Congregation and/or the Jewish community in "social action" organizations and committees when and if this is requested.

5.4.3 Our spiritual leader represents the Congregation and/or the Jewish community at official Government functions

5.4.4 Our spiritual leader is actively involved in other activities which fall under the traditional roles of a spiritual leader in a Jewish Congregation, especially in a small and historical community.